



## **EMPLOYMENT FIRST** **INNOVATIVE STRATEGIES SUBCOMMITTEE AGENDA**

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**DATE: Monday, March 21, 2011**

**TIME: 1:00 PM**

**Call-In Number: 866-944-9160 PIN #: 2982825**

### **TELECONFERENCING LOCATIONS:**

The Arc of Southeast Los Angeles County 12049 Woodruff Avenue Downey CA, 90241	Area Board 1 505 S State Street Ukiah, CA 95482 707-463-4700
SEIU 7677 Oakport Street, Suite 725 Oakland, CA 94621	Disability Rights California 100 Howe Ave, Suite 185-N Sacramento, CA 95825
State Council on Developmental Disabilities 1507 21 <sup>st</sup> Street, Suite 210 Sacramento, CA 95811	

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### **AGENDA**

- 1. CALL TO ORDER** (MacDonald)
- 2. WELCOME AND INTRODUCTIONS** (Mac Donald)
- 3. REVIEW OF MINUTES FROM THIS SUBCOMMITTEE'S MEETING ON FEBRUARY 10, 2011** (MacDonald)

#### **4. PUBLIC COMMENTS**

Public Comments: *[This section is for members of the public only; and is to provide the public an opportunity to comment and/or present information to the Subcommittee on any matter that is not on the agenda. Each public member will be afforded up to three minutes to speak. Written requests, if any, will be considered first under this section. Additionally, the Subcommittee will provide a public comment period not to exceed 5 minutes total for all public comments prior to Subcommittee action on each agenda item.]*

#### **5. DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE** (MacDonald)

#### **6. SUMMARIZE SUBCOMMITTEE NEXT STEPS** (MacDonald)

#### **7. ADJOURNMENT** (MacDonald)



## **EMPLOYMENT FIRST** **INNOVATIVE STRATEGIES SUBCOMMITTEE MEETING NOTES**

### **February 10, 2011 Meeting Notes**

#### **Members and Guests Present**

Rachel Chen - Chinese Parent Association for the Disabled  
Dale Dutton - Advocate/Parent/Self San Rafael  
Kevin MacDonald (Chair) –The ARC of Southeast LA County-  
Dawn Morley- State Council – Area Board 1  
Andy Mudryk - Disability Rights California  
Robert Taylor - Department of Developmental Services CAC

#### **Guests:**

Luana Acuña Director of Employment Services, The Arc of SE LA Cty.

#### **CALL TO ORDER**

Meeting convened at 2:11 due to technical difficulties. A quorum was present.

#### **WELCOME AND INTRODUCTIONS**

Members and guests present introduced themselves.

#### **REVIEW OF MINUTES FROM THIS SUBCOMMITTEE'S MEETING ON DECEMBER 9, 2010 AND THIS SUBCOMMITTEE'S REPORT TO EMPLOYMENT FIRST COMMITTEE ON JANUARY 7**

Motion-Dale Dutton /Second-Andy Mudryk /Carried to approve the December 9, 2010 Innovative Strategies Subcommittee minutes/January 7, 2011 report to the Employment First Committee

#### **PUBLIC COMMENTS**

None.

#### **DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE**

Issue, Problem, Strategy and Method of Implementation discussion- preliminary draft document attached.

**SUMMARIZE SUBCOMMITTEE NEXT STEPS**

Committee members will e-mail additional strategy and method of implementation proposals to Dawn at [dawn.morley@scdd.ca.gov](mailto:dawn.morley@scdd.ca.gov). Next full Employment First Subcommittee will meet March 4<sup>th</sup> and this Subcommittee is scheduled to meet on April 14, 2011 at 1:00 p.m.

**ADJOURNMENT**

Meeting adjourned at 2:10 p.m.

# EMPLOYMENT FIRST COMMITTEE

## SUBCOMMITTEE IDENTIFIED STRATEGIES

PRELIMINARY DRAFT

### Innovative Strategies Subcommittee

Issue or Problem	Strategy and Method of Implementation
<p data-bbox="73 407 1052 513">Innovative strategies to increase the number of people with developmental disabilities in integrated jobs earning at least minimum wage. Preliminary discussion centered around the following areas:</p> <ul style="list-style-type: none"> <li data-bbox="73 976 617 1008">• Microenterprises /Self Employment</li> </ul>	<p data-bbox="1123 553 1965 1062">Vendored programs -people have to realize if this is going to be done in the context of state program it is a one to one funding piece. For example, a regional center would fund individuals at the same level as supported employment /individual placement and the individual demonstrates that they can achieve same/similar level of income as someone in supported employment would make. Has to be a recognized that if we are going to press micro-enterprise/self employment for those people who it would be useful to and it's going to be provided by non-supportive employment providers that leaves you the day program group and you cannot do at 3 or 4 to one ratio. Same model as supported employment in getting adequate hours and 1:1 but different process.</p> <p data-bbox="1123 1105 1965 1208">Innovation to this is that the capacity at the supported employment provider level in the state is probably limited at this time.</p> <p data-bbox="1123 1252 1965 1495">If you show that model can be vendorized and use that example, other providers would follow suit. (Note the committee determined that Microenterprise and Self-Employment should be consolidated as one item.) Dale Dutton will develop a couple of paragraphs regarding what is required at the vendorization level to make a support service in order to make micro-enterprise/self-</p>

	employment viable.
<ul style="list-style-type: none"> <li>• Job Development /Career Development</li> </ul>	<p>Kevin and Luana will develop a series of paragraphs because they are currently working on the issue trying to combine with the work that the Employment Development Department and what other agencies and organizations are already doing with respect to where the pools of jobs are. Additional information will be provided regarding information from the the Journal of Vocational Rehabilitation and they have research regarding how supported employment is funded in other states and includes recommendations on how to better fund job development so it is not funded on the back end.</p> <p>On a related issue of innovation to consider which relate to both self employment and job development is the process of the concept of discovery as part of the individuals planning process, spending enough time up front to either make a really good job placement that is going to hold, a job they would really like to have or you are helping them develop a business that really enjoy working in as opposed to just taking the first job they can find and which is tied to the funding. But there needs to be a mechanism to recognize the concept of discover for all is something that comes at the front end of good job development or job matching.</p> <p>Incentives have to be in <u>all</u> the right area(s) and tied to what they want to do with their lives, not just when the person gets a job. Also ties into the innovation surrounding <u>careers</u>; not just talk about a <i>job</i>.</p>
<ul style="list-style-type: none"> <li>• Decreasing discrimination and stereotypes</li> </ul>	Andy Murdyk will submit strategies and methods.
<ul style="list-style-type: none"> <li>• Financial Structures / Funding mechanism</li> </ul>	<p>Funding mechanisms-Launa is reviewing other methods from other states (See above).</p> <p>At this point, we are locked into the system in the state that you have got to go to the Department of Rehabilitation</p>

	<p>(DOR) first for placement/habilitation services. It may be a lot cleaner if job development and job support were funded through Department of Developmental Services. Luana noted that there are pro's and con's to both sides; when you're dealing with DOR you have staff who are very educated and well informed on the needs of employment issues for the consumers when habilitation services switched over to we found that you have a lot of case managers who just sort of inherited the work but do not have the expertise to help guide and assist the clients with a career path. In terms of funding, it does not make too much of a difference because the rate same for job coaching. Their agency has seen benefits of having use of DOR resources but may depend on the counselor and they have really good counselors.</p> <p>DOR is a bit more rigid with their funding and it is time specific with very little, if any, flexibility with how long you can provide supports to an individual. If an individual is hired at a job and needs additional time in order to succeed than DOR thinks they do not have the flexibility whereas with Regional Center you do have the opportunity to have extra time. Would be nice if everything were funded through one organization but DOR is knowledgeable. DOR is fine but time limits are an issue for our population so the concept and values that go through the DDS system of working with someone for life seems to be a logical fit for a person with a disability. Possibly look at revising regulations with respect to timelines and the clients we serve.</p> <p>Look at what other states have done and see if they have been able to free up some of the time limits.</p> <p>Existing structure with job coaching hours and rate: the positive is that it is the same rate throughout the entire state but we could examine rates compared to other states.</p>
<ul style="list-style-type: none"> <li>• Service Designs/Program designs</li> </ul>	<p>Are there things that are in other states that are drastically</p>

	different than what California is doing? Additional research is needed.
<ul style="list-style-type: none"> <li>Staff Training</li> </ul>	<p>Better staff training: most regional center case managers do not know as much as and area not nearly as educated in the topic as Department of Rehabilitation staff but they are being asked to address employment and the training may not have been adequate when the transfer occurred in 2004. Strategies:</p> <p>Additional training for regional center staff and/or include Rehabilitation staff in IPP process and/or</p> <p>Have dedicated/designated employment specialist staff at each regional center.</p> <p>DOR train DDS and/or have consistent collaborative-in the past work services staff for regional centers – that cadre has disappeared.</p> <p>Regional centers should go beyond adult service coordinators and begin working with school aged children and transition aged young adults so they are well educated on employment options and information is included in the IEP. Ideally every service coordinator should have employment training in their orientation training and some type of annual mandated training from an expert to explain how the process works. Expand beyond specialist and make sure every service coordinator has some knowledge on how supported employment /micro enterprise and traditional supported employment work and that they are retrained every year because the labor market and job outlook changes every year. Make sure that service coordinators are introducing the idea of employment to the students from at least junior high through high school so when they graduate they have begun to plan their goals and are geared to employment or secondary education and letting them know what options and resources are out there for them. Other training piece is working with families to help them to understand expectations. Training and models do exist need to find and customize to California.</p>



	<p>Strategies that will allow employment first policy to be implemented and will need training and orientation component to do it and at the legislative level that will cost money. Orientation to a new way of thinking with Employment First.</p> <p>As with self determination there is new knowledge or skills that staff will need to have and there is a need for training models on how to implement.</p> <p>Include more education/post secondary options planning in high school; teachers need to understand and (IEP) plans should be addressing ongoing education; waiting until they are out of school is too late.</p> <p>Need to include marketing Employment First and needs to be explained and marketed. There are some initiatives e.g. We Include but the word has not spread to businesses. Has to be an aspect of training/educating businesses.</p>
<ul style="list-style-type: none"> <li>Support models</li> </ul>	<p>Current job coaching methodologies are working fairly well.</p>
<ul style="list-style-type: none"> <li>Innovative Strategies in United States and internationally</li> </ul>	<ul style="list-style-type: none"> <li>Mentoring programs</li> <li>Community College as a pathway to success</li> <li>Strategies that connect innovative approaches to sectoral training (e.g., green jobs)</li> <li>Improved workplace access with Universal Design</li> <li>Inclusion/participation in Workforce Investment Act (WIA Initiatives)</li> <li>Tax incentives</li> <li>Outreach to employers regarding accommodation</li> </ul>
<p>Innovative strategies to be used to better support people with developmental disabilities in integrated jobs earning at least minimum wage. Preliminary discussion centered around the following areas:</p>	
<ul style="list-style-type: none"> <li>Decreasing discrimination</li> </ul>	<p>See comments above. The bottom line: discrimination in the workplace should not happen to those who have</p>

	disabilities, so please see that consumers and self-advocates, don't get discriminated in the workplace.
• Supporting someone's business	Included in discussion above.
• Flexibility with service options	Included in discussion above.
• Career Development	Included in discussion above.
• Employment Preparation Programs	Improve post secondary options for clients which will give individuals a competitive edge as they enter the workforce. Sample programs include: Taft College, Pathways @UCLA and College to Career.
Pilot/field demonstration to introduce additional incentives in individual placement supported employment	No funding in place and unlikely to get funding from any state agency.
Centralize job development	See comments above under Staff Training

**A few strategies to consider, in no particular order:**

Issue or Problem	Strategy and Method of Implementation
	Raising asset limits in benefits programs
Difficulty in moving people from day activities and sheltered employment into integrated employment earning at least minimum wage	<ul style="list-style-type: none"> <li>• Conduct outreach to people in sheltered employment in order to help people transition into integrated employment earning at least minimum wage</li> <li>• A money-follows-the-person strategy to support them in integrated employment earning at least minimum wage<sup>1</sup></li> <li>• Consider stopping/limiting funding to congregate day services and give people in employment first process priority. What to do with people who cannot find jobs because there still are a limited number of jobs? Improve provider capacity and job market.</li> <li>• In supported employment whole other entity you have no control over which is the job market and there is other player in the game that we can't control and employer has to make tough decisions. They have to look at the bottom line. There has to be additional incentives to make the jobs/position affordable for</li> </ul>

<sup>1</sup> CPSPD Response to Harkin Disability Employment Summit, Pg. 6, #2

	<p>employer.</p> <ul style="list-style-type: none"> <li>• We cannot control private sector as much as we can influence public sector. (State/County/City)</li> <li>• Utilize existing programs e.g. worksites for Workability programs.</li> <li>• Another example is Project Search model and that model can be applied in other areas like county government.</li> </ul>
Provide health care, reduced cost of public benefits	<p>Allow Medicaid to pay private insurance premiums on either the individual market or within a group-based plan for working individuals with disabilities, so as to allow access to the private insurance market for this population while reducing Medicaid's health care costs and maintaining access to long term services and supports.<sup>2</sup></p>
	<p>Create a new Social Security disability support program designed to replace SSI for eligible individuals with disabilities ages 14-28. Such a program should not be income-limited or require an individual to not work, but should provide benefits for the purpose of financing transition-related expenses, such as post-secondary education, employment support, assistive technology and other relevant expenses.<sup>3</sup></p>
	<p>A demonstration project between DOR, local educational agencies, and service providers to braid and interweave funding to increase employment<sup>4</sup></p>
	<p>Self-directed services as an option for everyone<sup>5</sup></p>
	<p>Increase the rate of stabilization from 20% to 40% for people who need greater support<sup>6</sup></p>

<sup>2</sup> CPSD Response to Harkin Disability Employment Summit, Pg. 6, #3

<sup>3</sup> CPSD Response to Harkin Disability Employment Summit, Pg. 6, #1

<sup>4</sup> Institute for Community Integration, Research to Practice newsletter, Pg. 2

<sup>5</sup> SB 1270 Report, Pg. 49

<sup>6</sup> SB 1270 report, Pg., 56

## **AGENDA ITEM DETAIL SHEET**

**ISSUE:** DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE

**BACKGROUND:** This subcommittee made recommendations and outlines strategies to the Employment First Committee on January 7 and March 4, 2011.

**ANALYSIS/DISCUSSION:** The subcommittee will review the feedback provided by the Employment First Committee and consider changes to its recommendations and strategies. Additionally, the Employment First Committee requested subcommittees identify specific actions that would implement the strategies – for example, policy changes, regulatory changes, statutory changes, etc.

**COUNCIL STRATEGIC PLAN OBJECTIVE:** Promote the inclusion in all chosen aspects of community life for Californians with developmental disabilities and their families. Shape public policy that positively impacts Californians with developmental disabilities and their families.

**PRIOR SUBCOMMITTEE ACTIVITY:** This subcommittee met in November and December and answered a set of questions. These questions were the basis for strategies to increase the number of people with developmental disabilities earning at least minimum wage in integrated workplaces.

**RECOMMENDATION(S):** It is recommended that the subcommittee fine tune and prioritize its recommendations and identify the ways in which proposed changes may be made (for example, by changing regulations).

**ATTACHMENT(S):** Supplemental documents/comments submitted by subcommittee members for inclusion in the March 4, 2011 Employment First Committee meeting packet.

**PREPARED:** Christofer Arroyo, January 13, 2011/Revised by Dawn Morley  
March 8, 2011

## **SCDD Employment First Innovation Sub-Committee**

Dale Dutton, D3 Associates, Corte Madera, CA

### **Innovation #1 – “Discovery for All!”**

“Discovery” is the process of spending time with a person desiring work to find out what he/she might really enjoy doing – and be successful at. It is the beginning of career counseling, or career development. As described in the attached training handout, the Discovery process may lead to several outcomes – including wage-employment, self-employment, hobbies, or simply more education or experience in the community. As practiced in many locations, it requires as much as 30 hours, but becomes very cost-effective in the reduction of re-placements due to employment failures, or the longevity of work in a given field, and/or the development of a viable business of one’s own.

Discovery, while considered an “observation”. rather than an “assessment”, typically results in a vocational profile that becomes a very useful tool for the job development/placement provider – or the day program provider interested in insuring a “meaningful” day program or the development of one’s own business. (See Innovation #2)

Discovery should include a preliminary look at an individual’s Public Benefits as an aide to both relieving any anxiety or misinformation as to the effects of earned income as well as to suggest work incentives that may be available. A BPQY (Benefits Planning Query) is available for free at any Social Security office for any benefits beneficiary. It may also indicate errors in the information on record with Social Security that will be easy to correct as identified.

### **Innovation #2 – Microenterprise or Self-Employment Development and Support**

For some consumers, wage-employment is not a successful option, regardless of the amount and skill of the supports available. Barriers of behavior, communication, mobility, endurance, etc., may prohibit even highly motivated consumers from success in a typical wage-employment situation. While many consumers need and relish the structure of a wage job, others do not. Assisting an individual (beginning with Discovery), to find a passion in which income can be generated is an increasingly popular option – both for consumers and providers. (Having fun and making money!)

Self-employment is not yet widely recognized as a viable option by the CA Dept of Rehabilitation for the MR/DD/ID population, though it is increasingly supported by the DDS/Regional Center funding sources. There are several Regional Center vendored agencies around the state providing successful self-employment, or microenterprise development outcomes.

The early adopters have identified several unique components of supporting self-employment, among them:

- The program costs are comparable to Supported Employment, and the income results are comparable as well. One-to-one staffing is required for both.
- Staff skill sets are very different from those required for Supported Employment or Day Program supports. Experience in one's own business (even a paper route!) is invaluable, as may be growing up in a family business.
- Supported Employment support skills focus on satisfying an employer, self-employment support skills focus on satisfying a customer.
- Providers switch from the idea of supporting an individual in the community to that of supporting the individual's business – for instance developing a business plan, competition analysis, marketing, etc.
- Taking lessons from the business world incubator model, establishing a viable business can take as long as 36 months, during which the business is able to take over responsibility for much of the initial requirements of business support, accounting/bookkeeping, product/service refinement e.g., while moving toward profitability and stability.
- Small business development and supports do not necessarily take place during "day program" hours (9 – 3 weekdays), and often require flexible staffing for evenings, weekends, holidays, etc. This may require additional coordination with residential support.
- Some on-going oversight support will be required to maintain the business viability. Monitoring finances, filing taxes and renewing business licenses are examples. (Having one's own business does not "cure" a disability or guarantee good decision-making!)

As a program service supporting the EF Policy, self-employment business development may be provided in the traditional day program environment, thereby bypassing the DOR/Habilitation/CARF requirements connected to Supported Employment. This may be significant in considering provider capacity to implement an EF Policy in California.

### **Innovation #3 – Public Benefits Counseling and Management**

All money earned from wages or self-employment may impact public benefits. Assessing the current benefits an individual receives (or may be eligible for) should be a beginning point for any job development or business development activity (See Discovery above)

There are many "work incentives" that may assist in both the wage-employment and self-employment support environment. Knowing them, or having access to local benefits counseling, is essential to preventing future "surprises"!

Reporting wages or self-employment income varies widely among the public benefit agencies, and the timely reporting and management of existing benefits should be the responsibility of the provider offering income generating support services.

# Work For All – The CACS Customized Employment Approach

**Principle:** *Every CACS Consumer has the Opportunity to Explore Individual Employment Options as Desired.*

## ***Starting with a Comprehensive “Discovery” Process:***

### **Individual:**

- a. Who “are” you? (Personality – introvert/extrovert, solitary/joiner, etc.)
- b. What do you enjoy doing?
- c. Where (In what environment)?
- d. With whom?
- e. Unique support needs?

### **Income Goals:**

- a. How much money do you want/need to make?
- b. How much (and how hard) are you willing to work?
  - Every day, or just Some days?
  - Weekends, and/or Evenings?

### **Public Benefits (SSI, SSDI, etc.) Analysis:**

- a. What benefits do you receive?
- b. What benefits are you entitled to (eligible for)?
- c. How will those benefits be effected by:
  - Income from Wages?
  - Income from Self-Employment?

## ***Leading to Program Possibilities with the information learned in Discovery:***

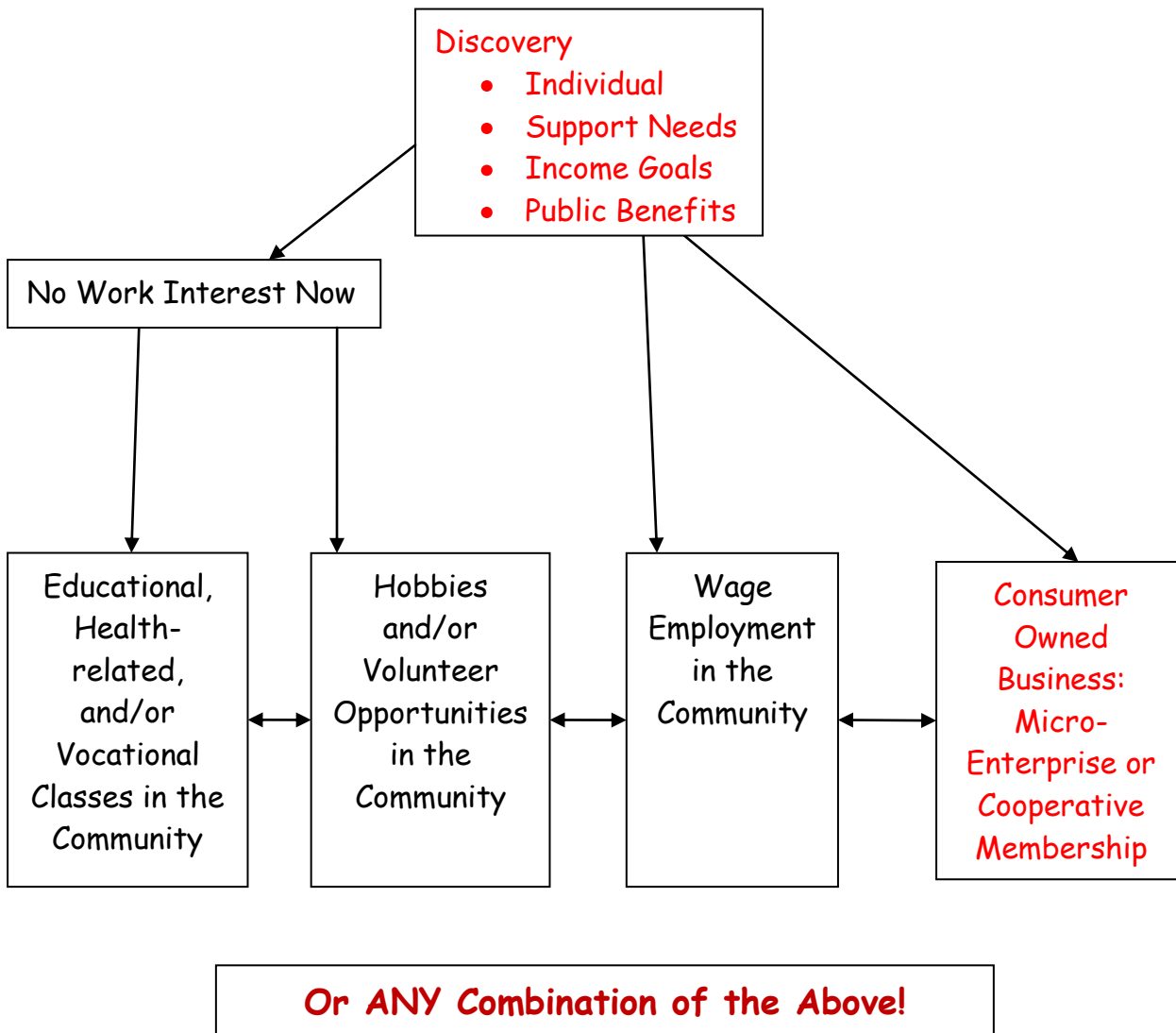
- a. No consumer interest in work at this time: Maintain current community activities, and review possible work interest at next IPP, or as requested by consumer.
- b. Pursue interest in education, health related, or vocational classes.
- c. Explore volunteer interests and opportunities in the community.
- d. Pursue a hobby in the community which might or might not produce income. (Activities b. & c. may lead to future business interest.)
- e. Pursue wage employment opportunities in the community.
- f. Pursue consumer-owned business interest: Self-Employment (Micro-Enterprise) or in a cooperative with other consumers. Develop and support a small business through an “incubation” period. Provide on-going support through annual IPP process to insure business success.

## ***Influenced by the Consumer’s Financial Considerations:***

- Any income earned provides additional opportunity for choice, community presence, self-image, and increased self-sufficiency.
- Any income earned over \$85/month (2007) may affect public benefits in a temporary manner. (SSI)
- Any income earned over \$620/month (2007) may affect public benefits in a permanent manner. (SSDI/SGA/TWP)
- Social Security and MediCal (Medical Insurance) eligibilities can be protected.



**The CACS Customized Employment Approach to Work**  
**IOU - Income Opportunities Unlimited - Financial Freedom**



**E-mail comments which for forwarded to Chris Arroyo for inclusion in the March 4, 2011 EFC meeting packet.**

Robert letting you know that discrimination in the workplace should not happen to those who have disabilities, so please see that consumers and self-advocates, don't get discriminated in the workplace, after all!



**-Robert M. Taylor**

I believe we should put Affirmative Action into the policy. Which means Equal opportunity employment for people with disability that Federal and State and City contractors and subcontractors are legally required to adopt. They all require to employee at least 10% of people with disability.

Thanks.

**Rachel Chen**

President Chinese Parents Association for the disabled

Co-Director Community Parents Resource Center

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[www.cpad.org](http://www.cpad.org)